



E N D U R I N G F R E E D O M

Third Quarter
July-Sept. 2002



Logistics

Local promoted while providing support of Enduring Freedom



Lt. Cmdr. Scott Hayden takes the oath during a recent ceremony at Commander, Naval Air Force Pacific Fleet headquarters. Photo by Lt. LT Arthur Fong

SAN DIEGO, CA – Patrick Scott Hayden, formerly of Cecilia, KY, was promoted to the rank of Lieutenant Commander in the United States Navy on July 1st, 2002. Lt. Cmdr. Hayden was recalled to active duty in support of Operation Enduring Freedom as an Aviation Logistics Specialist, providing mission essential support of the Navy's top weapons system platform, the FA-18. After 8 ½ years of active duty service, Hayden drilled as a reservist with Naval Reserve Unit AIRPAC Supply 0294 prior to his recall. He is a 1987 graduate of West Hardin High School and 1992 graduate of the University of Florida. After college, he received a commission in the United States Navy where he served at various commands including, the USS Carl Vinson (CVN-70), Commander, Naval Air Forces Pacific Fleet and the Pentagon. He also received the Navy Achievement Medal for his efforts as a mobilized reservist during this time.

Reservists in the News

Congratulations to IT3 Todd Triemstra, USNR (Selres) on being awarded the Rear Adm. Keith Leadership Award. This award is presented to the recruit who best emulates the characteristics of exceptional teamwork, professionalism, integrity and leadership. Triemstra received this award at Recruit Training Command during the graduation ceremony of the Non-Prior Service Accession Course.

The Symbol of Independence

AZ1(AW) Jeffrey Barnhart

Naval Air Reserve San Diego

Through the rockets' red glare, through bombs bursting in air, I have stood the test of time. Through our battles fought on our own land. Through the wars won and lost on foreign soil, I have for more than 200 years, stood as an unforgettable symbol to the world.

Ever since the 13 white stars touched my blue background, I have meant countless promises to an abundance of people. In any land, in any language and to any person, my bright stars and bold stripes have meant the most important promise of all, freedom! Freedom to be, to do, to say, to want, whatever we believe.

Webster's Dictionary defines a flag as: "a piece of cloth of individual size, color and design used as a symbol or emblem", but no symbol has been as victorious or virtuous. I have led men of different race, size and religion into battles to fight for what I represent. I have inspired them to achieve extraordinary deeds under unprecedented circumstances.

People from around the world have journeyed to my country and the freedom that I symbolize. A piece of ordinary cloth I am not! I am the American Flag. The symbol of the hopes of man. The cloth of dreams for justice, opportunity, independence and freedom. I shine the brightest, not when the sky is clear and the wind is calm but when it is dark and gray and the wind howls with indignation.

My stars are the beacons that guide us through the rancor of adversity. My red stripes are the wounds of our struggles. The independence that I signify is indestructible.

But like a garden, I must be tended. Like a loved one, I must be held securely. Hold me high and keep my promises bright, for in them lies the best hope for us all.

Skipper's Corner

As usual, there are a lot of things happening in the Naval Reserve Force and here at NAR San Diego. Let me give you a run down of some recent events as well as some upcoming ones:

June DWE. In June, we held our semi-annual combined Drill Weekend in order to conduct our Leadership Conference. In the past, this conference was only for CO's, but we're now including the Senior Enlisted Advisors (SEA's) since they are obviously a key part of the unit's Leadership Team. The briefings we gave will soon be on our web page as well as results of the workgroups we formed. The workgroups produced some excellent products. Here's a quick sampling:

Web Enablement Workgroup recommended we install a search engine, a FAQs section, electronic CO's suggestion box, and demonstrate the site as part of indoc. There's more that I'll mention later in this post.

SEA Community of Knowledge Workgroup recommended some specific info for the reference guide and SEA training topics, a change to the SEA meeting time (enabling SEA's to be at morning muster with the unit and to have more discussion time with other SEA's), and establishment of SELRES Blue Jacket of the Quarter and Blue Jacket of the Year.

Innovation and Process Improvement Workgroup recommended changes to the way we communicate (which was the main area I wanted them to concentrate on), some web design changes, and some RUAD management and berthing reservation changes.

Overall, they gave me some specific, concrete, and what I think will be very fruitful, suggestions. I'll provide feedback in future quarterly newsletters.

Family Day didn't get the participation I was hoping for. We're kicking around different ideas for next year. We might still do it on June Drill Weekend, but perhaps do it on Sunday afternoon. It can be for the entire NAR San Diego family at Admiral Baker Field, which will include a picnic, kid's games, information booths, etc. Saturday of June DWE will be our semi-annual Leadership Conference. Let your unit CO know what you think about this – I'll be looking to them for feedback.

NEWS. The staff is developing a training plan to ensure everyone is comfortable with the system before we start writing orders for FY03. This is a good system and should make order writing a much easier process. The end result will be an easier process for you and orders in hand much sooner than in the past.

CNRF Realignment. We'll be working for a different organization after July 20th, but the good news is that we'll have the same boss – RADM McLaughlin. I highly recommend you listen to Admiral Mac's June Admiral's Call on the COMNAVAIRESFOR web site – <http://www.navres.navy.mil/navresfor/navair>. He has some very interesting remarks about Reserve involvement in the Training Command. He also mentions standing up a Customer Service Directorate in New Orleans with 24/7 customer support for all of us.

Baldrige Self-Assessment. The NAR staff is in the process of developing a Baldrige Self-Assessment and Award Application to submit to California's governing body, the California Council for Excellence. We'll be working on this until October; we'll receive feedback in November or December; and we'll start the whole

process over again in January '03. The whole purpose of this is to improve our performance to serve you better.

Future of the NAR Web Site. I'm excited about a new project we're just starting with ITC Bynum from AIRPAC 1094 (on loan to TACRON 1194). We'll be doing some extensive reengineering of our web site to accommodate knowledge sharing for CO's, SEA's, and others, with the ability to limit access to appropriate users. It will also include areas for each unit. This is a long term project, probably a year in before it's fully developed, but I wanted you to know the direction that we're going. For a taste of where we're going, see ITC Bynum's web site at: <http://www.autopia-carport.com>.

Non-Prior Service Accession Course (NPSAC). Last week, I had the opportunity to be the Reviewing Officer at a NPSAC Graduation in Great Lakes. The highlight for me is getting to spend an hour with the class for a Q & A session the night before graduation. These folks are motivated to do great work for the country and for the Navy. As leaders, we need to keep them as motivated and as productive as possible. Reserve wide, our attrition rate among these folks exceeds 30%. Something very demotivating happens between graduation from boot camp and their decision to walk away. I don't have any bright ideas in this area. If you do, please share them with me.

October DWE. The Naval Reserve Association will host a Professional Development Seminar on Saturday, 5 October right here in San Diego (there's no fee). More info is posted on our web site. The morning panel consists of a 12 Star line-up: VADM's Totushek, Nathman, Bucchi, and LaFleur. All officers are encouraged to attend. This is a good reason to reschedule a drill from second Drill Weekend.

Quarterly Newsletter. Let us know if this Newsletter is providing you with the information you need, in the format you need. We're in the information business, and my concern to get the right information to you, in the best format for you, in a timely manner. Let us know how we can get better. That's all for now. As always, I appreciate the great work everyone is doing as part of Team NAR.

Capt. D. L. Roy
Commanding Officer
NAR San Diego

Naval Air Reserve San Diego Newsletter

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From the XO's desk

The Change of Command season is rapidly approaching and your Naval Air Reserve staff is prepared to assist in this dignified and time-honored traditional ceremony. A new NAVAIRE Notice 5060 outlines and assists in ensuring a successful ceremony. The NAR has established a COC Liaison Officer to effectively manage and coordinate all necessary support. To successfully achieve this support, all participating Units must work with a Unit Action Officer who coordinates directly with the Liaison Officer. This will ensure an effective execution of all action items without the confusion of too many cooks in the kitchen. LCDR Scotty will be handling the Liaison Officer responsibilities and stands ready to make sure the necessary support is met on time and professionally. The Change of Command checklist, which is an enclosure in the Notice, is the key tool to ensure a successful ceremony. This nautical custom is an important opportunity to build esprit de corps and increase public esteem of the Naval Service.... The entire Naval Air Reserve San Diego team can do it triumphantly.

Manpower Department

Mustering Petty Officer: On Saturday of the Drill Week-end formal training will be held for each unit's mustering petty officer. Please arrange for your primary and back-up mustering personnel attend. The statute limitations and requirements will be explained; also it will put a name with the faces of who pays your sailors from the documents submitted. Call 619-545-2386 for times and location.

IAP: Getting personnel from "below the line" into valid

billets is not rocket science. As a matter of fact it can be as easy as having your personnel/manpower officer sit down with the billet control personnel in the Manpower Department. Having your sailors in valid billets within your unit is a primary goal – not only facilitating supporting the gaining command by training for mobilization, but also in providing stability and purpose to the sailor. Point of contact can be reached by calling 619-545-2573.

Reserve Programs

Greetings once again from the RPD. FY-02 has been a very good year Annual Training wise. We have been able to send a lot of people to a lot of places supporting the fleet and contributing to major exercises. I think the fleet has gotten their money's worth from NAR San Diego!

AT APPS. We are now in the fourth quarter of the fiscal year so hopefully everyone has submitted their AT app or a waiver request. CNARF still has school ADT money so please get those apps in ASAP!

NEW ORDER WRITING SYSTEM (NOMS). It kicks

in 15 August for next year. Make sure your unit attends training on the Drill Weekends in July so that we can make a smooth transition. NOMS will make our jobs easier but will have a few growing pains, as any new system or concept does.

ADDITIONAL DRILLS. This is a good deal that we want to continue into the future, but it is a "use it or lose it" program. Make sure that your unit is on track to execute all drills prior to 30 September. If you can't perform them all, let us know so that we can redistribute to units that can.



Health Services Department

Naval Reservists have accepted a unique responsibility of service to their country. In doing so, they have also accepted the responsibility of leading healthy lifestyles. There is a web site dedicated to addressing Total Force Health Protection and readiness of the Naval Reserve Force. To learn more about the program, visit the web site at <http://www-nehc.med.navy.mil/hp/reserve/index.htm>.

Reserve Force Medical and BUMED have simplified the Not Physically Qualified (NPQ) program. Currently when you get a permanent condition, you would have to submit a detailed package to BUPERS via BUMED. Now the local Medical Officer (MO) can determine if you are Physically Qualified for retention in the Naval Reserves. The new process still requires that all available information is presented to the MO for a determination. If the MO determines that you are physically qualified, then that would be all that is required and you go back to a drilling status. If you are found NPQ, then your case will be forwarded to BUPERS via BUMED. For more information, contact the Reserve Health Services office.



The Military Health System (MHS) will test whether allowing 60 or 120 days of health care eligibility for dependents of service members who are involuntarily separated from the armed forces is necessary, cost-effective and beneficial to the Department of Defense (DoD). At the end of this Project, DoD will conduct an analysis of the benefits and costs of the program in determining whether transitional health care benefits should continue to be an entitlement for these dependents. Information and experience gained as part of this demonstration project will provide the foundation for longer-term solutions in health care policy development and promulgation. This demonstration project is being conducted under the authority of 10 U.S.C. 1092. This test applies to Reserves who were mobilized and separated involuntary. For more information, contact the local Tricare Office.

The Health Services department will be changing to an appointment system to get your physical examinations on drill weekends. Currently, SELRES are allowed to walk-in and get a physical in one day. This would take pretty much the whole day depending on how many physicals

are being done. With an appointment system, you would still be able to walk-in, however only your preliminaries would be done that weekend and an appointment will then be given to you to return to see the MO the following drill weekend. This would be beneficial to all parties involved. You would not have to sit around all day to see a MO and the MO and you would be able to see what your lab results are. This appointment system would also allow us to plan better with the coverage of the Flight Surgeon and Medical Officers.



'We defend not only our
precious freedoms, but also
the freedom of people everywhere
to live and raise their
children free from fear'

-President Bush





NAVY E-LEARNING RECOGNIZED BY E-GOV CONFERENCE

Navy E-Learning, the Department of the Navy's distance learning initiative, was honored last week at the National Electronic Government Conference and Exposition (E-Gov) in Washington, D.C. The Explorer Award was presented to the Chief of Naval Education and Training for innovations in the development and distribution of education and training initiatives used in the Navy E-Learning program.

Navy E-Learning delivers, tracks and manages more than 1,000 e-courses at no cost to the user for more than 1.2 million active duty Sailors, Marines, Department of the Navy civilian employees, reservists, retirees, and family members of active duty military. The program, which began May 2001, allows students to continue their education, training, and professional development in information technology, leadership, and management as well as several Navy-specific topics via the Internet.

"Sailors and Marines leave their homes, deploying around

the world to protect and defend the nation," said the chief of Naval Education and Training, Vice Adm. Alfred G. Harms, Jr. "E-Learning is fulfilling many of the educational and training needs of military members, who many times are not able to go to a brick and mortar school because of the nature of the Navy's mission. Through distance learning, we are able to take

our training to the frontlines to support their professional and personal goals."

The Explorer Award was accepted by Rear Adm. John W. Townes III, vice chief of Naval Education and Training.

For more information about the Navy's E-Learning program, please visit <http://www.navylearning.navy.mil>.



NATIONAL GUARD AND RESERVE MOBILIZED AS OF JULY 10

This week the Army, Navy, Marine Corps, and Air Force each announce decreases of reservists on active duty in support of the partial mobilization. The net collective result is 1,410 fewer reservists than last week.

The total number currently on active duty in support of the partial mobilization for the Army National Guard and Army Reserve is 34,436; Naval Reserve, 7,784; Air National Guard and Air Force Reserve, 36,043; Marine Corps Reserve, 3,865; and the Coast Guard Reserve

1,342. This brings the total Reserve and National Guard on active duty to 83,470 including both units and individual augmentees.

At any given time, services may mobilize some units and individuals while demobilizing others, making it possible for these figures to either increase or decrease.

A cumulative roster of all National Guard and Reserve who are currently on active duty can be found at <http://www.defenselink.mil/news/Jul2002/d20020710ngr.pdf>.

Automated Information Systems

Personnel Changes:

IT2 Angel Padilla: reported aboard

MS2 Robert

Brueggeman: AT through 30 Sept. 2002

AZ1 C. J. Smith: TAD from Pt. Mugu

Current Projects:

The AIS Department extends a special welcome to Chief David Bynon. Chief Bynon will be working with

NAR San Diego over the next year using AT days on some very exciting additions and improvements to the NAR web site. Chief Bynon directed the Information Systems Department at the San Diego offices of Sony Corporation. He traveled extensively to support Information Systems worldwide with Sony. He has a web-based business for which he designed and built his own web site and hardware installation to run it. Chief Bynon brings a great depth of real world experience and a high level of executive skill to our web services project. I'm really looking forward to working with him.



Administration Department Notes

CITIZENSHIP APPLICATIONS: Per NAVADMIN 171/02, Federal law extends naturalization benefits to lawful permanent Resident Aliens who have served honorably in the United States armed forces for a minimum of three years. Resident aliens serving in the reserves are also eligible.

An agreement between the Department of Defense and the Immigration and Naturalization Service (INS) exists to expedite the administrative handling of service members' citizenship applications.

Further information may be found in "U.S. Navy Guide to Naturalization Applications Based Upon Qualifying Military Service" available at <http://www.jag.navy.mil/>; click on Legal Assistance, then Immigration or <http://www.bupers.navy.mil/pers33/natur.htm>.

Sailors with overseas orders can take advantages of applying for expeditious naturalization for a lawful permanent Resident spouse. A spouse married to a United States citizen, whether military or civilian, who is assigned overseas may qualify for expeditious processing of a naturalization application.

Lawful Permanent Resident status is required, but all residency and physical presence requirements are waived. The overseas assignment must be one year or more after the oath of naturalization. **NAVY CUSTOMER SERVICE DESK:** The Navy's new customer service center is one of the most transforming communications resources for our organization. Visit <http://www.staynavy.navy.mil/> or call toll-free 1-866-U-ASK-NPC and receive a variety of information on many important topics including:

- pay and benefits
- srb
- csb/redux and high-3 retirement
- service record information
- pcs moves information

- reenlistment
- continuation
- promotion
- advancement
- fitrep/evals
- rating conversion requests

The customer service center is available Monday through Friday from 0700-1900 CST. Sailors with after-hours calls may

leave a message with the customer service help line or click on the customer service center link on the www.staynavy.navy.mil web site. We will maintain continuous 24-hour/7-day customer service via phone or computer to provide Sailors with important career and Family

**"The Navy is much more than a job;
much more than service to country.
It is a way of life. It gets in your blood."
- Albert Pratt, The Honorable Assistant
Secretary of the Navy 1955**

information. We will also speak to you with one voice, a necessary and critical factor in our communication with you. Use these tools as frequently and as often as you want to get the information you need for you and your family.

NEW PHYSICAL READINESS PROGRAM CHANGES FOR FY03. Effective 1 October 2002, the following changes will be incorporated into the revised instruction:

New PRT standards tables to reflect change to age intervals from 10 years to 5 years. The new PRT standards tables are listed on the Physical Readiness Program web site at www.mwr.navy.mil/mwrprgms/missup.htm

New scoring system that will assign points based on performance categories and levels. Scores will be averaged to determine Sailor's overall PRT performance.

Create a probationary performance category. Those who have an overall score of "probationary" shall join individuals who failed the PFA in the command's Fitness Enhancement Program (FEP).

Command Fitness Leader (CFL) no longer required to be E-7 or senior. The CFL should, however, be an E-6 or senior.

Pilot projects will be launched in Spring 2002 to study alternative strength and cardiovascular testing options with the goal of offering alternatives in Summer 2003. Guidance on individual and unit awards for PRT performance and/or improvement will be forthcoming within one year.

DOD EMPLOYEE/MEMBER SELF-SERVICE WEB SITE: Active, Reserve, and Retired Navy service members may now view and print their Leave and Earning Statements (LES) online. In addition, it allows the DOD military member to make certain changes to their pay information. In order to access

your account, you must utilize the DFAS-provided PIN. The month of May has been designated as the Navy-wide sign-up month for E/MSS. An E/MSS Coordinator has been established at NAVAIRE San Diego to assign temporary PINs for those wishing to access E/MSS services. DFAS will then mail the member a personalized PIN. For further information, contact the Administration LCPO. The web site can be accessed at <http://emss.dfas.mil/>

ESO CORNER: Information on the Navy-wide Advancement Exam and bibliographies can be found at <http://www.cnet.navy.mil/netpdtc/>.

NAVY advancement

Supply Department Chop Talk



The new Supply Officer is happy to be here! Hi, my name is LTJG Mike King and I'll be your Suppo here at NAVAIRRES San Diego for the next couple of years. Briefly about myself: I am reporting from the USS MOBILE BAY (CG-53) where I spent two years as a "shoe" forward deployed in Japan, did a hull swap with the USS COWPENS (CG-63), engaged in a 9 month EDSRA where we obtained the Smart ship and All Electric Modification, finishing up with being one of 2 ship's participating in the Optimal Manning Experiment and workups for deployment.

Also reporting aboard is SKC(SW/AW) Foley, who will be replacing AKC Abrahams as Supply LCPO. Welcome aboard SKC. SKC will be taking the helm in September and AKC Abrahams will be retiring after—year's of service. Congrats to AKC Abrahams! He is retiring with 24 years active service and 12 years as a SELRES totally 35 years of service.

Berthing requests can be made on line by visiting www.narsd.navy.mil and clicking on the Supply Berthing Page.

You can still request berthing by signing up in advance at the Supply Customer Service Counter in building 251, room 123 or calling (619) 545-4583/4550. You may also e-mail us at sdberth@cnrf.navy.mil. Remember, berthing requests must be made 14 days prior to the drill date. Personnel requesting berthing after that date will be placed on a first come first serve standby list.

Members can order replacement clothing on-line by going to the Ky LOC web page at www.kyloc.com and clicking on the Naval Reserve link. When prompted for a UIC/DODAAC enter "N09296". Fill out the personal page completely and enter "Replacement Items RB" in the Trans Type block. Ensure to enter the correct size for the items requested. The replacement items will be shipped to NAR San Diego. You will need to turn in the old item when the new one is received. If you have any questions on how to order or the status of your order, please call (619) 545-4550. Initial issue and camouflage utility uniforms must be ordered through the NAR Supply Office.

New Naval Reserve Forces Command debuts

Naval Reserve headquarters command staffs in New Orleans will align in July to work more efficiently and improve working relationships with subordinate commands in the field and with Navy Fleet commands. The goal of alignment is to improve access, standardize procedures and enable "one-stop shopping" for customers—Reservists and the Fleet. A key of success is that people support the plan and be fully engaged in efforts to align staffs and eliminate redundancies. In restructuring:

- Commander Naval Surface Reserve Force will be disestablished (along with a portion of Commander, Naval Air Reserve Force), and virtually all of the current functions will be rolled into a new staff to be called Commander Naval Reserve Forces Command (see logo at left).

- Combining into the "Forces Command" will be those elements of the Commander Naval Air Reserve Force staff that are in a support or augmentation role; in other words, only those functions directly related to the operation and maintenance of its aircraft will remain in the re-titled Commander Naval Air Force Reserve.

- Both the Naval Reserve Forces Command and the Naval Air Force Reserve will report to Commander, Na-

val Reserve Force.

RADM John McLaughlin, currently Commander, Naval Air Reserve Force, will become Commander, Naval Reserve Forces Command on July 20, 2002. RADM John Debbout, currently Commander, Naval Surface Reserve Force, will become Deputy Commander of Forces Command. RADM Dan Kloeppel, a drilling Reserve flag

officer, will command the Naval Air Force Reserve. These Naval Reserve headquarters command staffs in New Orleans will align to work more efficiently and improve working relationships with subordinate commands in the field as well as with Navy Fleet commands.

Command of the Forces Command will rotate between Surface and Air admirals. All staff billets will be filled based on excellence and performance of military personnel in their respective career paths. Only proven professionals will be screened for assignment to these staffs. On the civilian person-

nel side, while some members are moving from one staff to another in the building, there are no reductions or other moves.

For more on the alignment, go to www.navres.navy.mil and select "Alignment Update."





Demobilizing? You have medical entitlements

By LCDR Michelle Dunsmore

Reserve Health and Medical Dept. Head

You have served your country well in the aftermath of Sept. 11 and are now being demobilized.

What medical benefits are you and your dependents entitled to, now that you are separating from active duty and transitioning back to civilian life?

Congress has established a benefit to provide transitional health care coverage to Reservists being demobilized. A member is entitled to 60 days of health care benefits when he or she has less than six years of total active service. Members are eligible for 120 days of health care with six years or more of total active service. Currently, transitional health care is not available to Reservists' dependents.

The Continued Health Care Benefit Program (CHCBP), a government-backed conversion plan to provide health insurance coverage during transition, is available. This program covers preexisting conditions and costs \$933 per quarter for individuals, \$1,996 per quarter for families.

Additionally, within 90 days after discharge or separation from service, the Veteran's Administration (VA) will provide necessary dental care for veterans who were

not provided a dental examination or treatment while on active duty.

This time limit does not apply to veterans with dental disabilities resulting from combat wounds or service injuries. Call 1-877-222-VETS for details. Also remember that the VA provides a wide range of medical care benefits, including readjustment counseling and help for alcoholism and drug dependency to veterans who qualify.

CHCBP is not part of Tricare but provides similar benefits and operates under most of the rules of Tricare Standard. To obtain this coverage, the member must enroll in CHCBP within 60 days after separation from active duty or the member loses eligibility for military health care. This coverage is designed to cover the Reservist up to an 18-month period of time. More can be found at www.humana-military.com or www.tricare.osd.mil or by calling 1-800-444-5445.

• **Dental coverage.** If you were enrolled in the TRICARE Dental Program, your individual coverage was discontinued once you entered active service. The ability to receive the same costs for coverage as personnel on active duty provided a beneficial savings for the individual

reservist. The single enrollment of a family member decreased from \$19.75 (Reserve cost) to \$7.90 (active duty cost) and family enrollment cost decreased from \$49.36 (Reserve cost) to \$19.74 (active duty cost). Upon demobilization of the Reservist, the rate structure will automatically return to the normal premium payment charges assigned before the Reservist entered active service. If you have any questions, call United Concordia Companies 1-800-866-8499 or visit www.ucci.com.

Additionally, within 90 days after discharge or separation from service, the Veteran's Administration (VA) will provide necessary dental care for veterans who were not provided a dental examination or treatment while on active duty.

This time limit does not apply to veterans with dental disabilities resulting from combat wounds or service injuries. Call 1-877-222-VETS for details. Also remember that the VA provides a wide range of medical care benefits, including readjustment counseling and help for alcoholism and drug dependency to veterans who qualify.

For more information about extended VA benefits and services, call 1-800-827-1000.